Upward Mobility, Racial Equity, and Economic Resilience in the Inland Empire

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Why CSI?

Promote collaborative research, policy innovation, and narrative change

*More fully realize region’s potential in civic activities, philanthropic investments, nonprofit sector*
Unemployment recovery is impressive

Job Growth Exceeds CA Rate
Economic recovery has been uneven

- Since 2010, jobs have grown while unemployment & poverty rates have fallen
- Yet, poverty rates in the IE, as in the state and nation, are higher in 2016 than in 2007 (prior to the recession)
- Unemployment rates are highest among African-Americans & Latinos
- Only 65% of IE employees are employed full-time (35 hours or more per week) & full-year (50-52 weeks/year)
- Poverty rates are highest among Native Americans, African Americans, & Latinos and women

Are earnings enough, given high costs of living?

<table>
<thead>
<tr>
<th>IE WORKERS EARNING $36,000 OR MORE</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
</tr>
<tr>
<td>Asian</td>
</tr>
<tr>
<td>Black</td>
</tr>
<tr>
<td>Overall</td>
</tr>
<tr>
<td>Native Am</td>
</tr>
<tr>
<td>Hispanic</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>43%</td>
</tr>
<tr>
<td>Female</td>
<td>32%</td>
</tr>
</tbody>
</table>

Source: 2018 American Community Survey 5-year PUMS
Compared to similar sectors in rest of So Cal, jobs in the IE, on average

- Pay less
- Provide less access to employer-provided health insurance
- Provide less access to full-time, full-year jobs

Higher paying industries are under-represented & pay less in the IE compared to the state

The Public Wants More Upskilling and More Worker Protection

<table>
<thead>
<tr>
<th>State Government is Not Doing Enough On...</th>
<th>Local Government is Not Doing Enough On...</th>
</tr>
</thead>
<tbody>
<tr>
<td>Homelessness</td>
<td>75%</td>
</tr>
<tr>
<td>Affordable housing</td>
<td>63%</td>
</tr>
<tr>
<td>Affordable higher education</td>
<td>57%</td>
</tr>
<tr>
<td>Affordable health care</td>
<td>56%</td>
</tr>
<tr>
<td>Cost of government pensions</td>
<td>47%</td>
</tr>
<tr>
<td>Protecting worker rights</td>
<td>43%</td>
</tr>
<tr>
<td>Environmental regulation</td>
<td>42%</td>
</tr>
<tr>
<td>Protecting immigrant rights</td>
<td>40%</td>
</tr>
<tr>
<td>Environmental protection</td>
<td>38%</td>
</tr>
</tbody>
</table>

Source: Fall 2018 Southern California Political Survey

Source: Fall 2018 Southern California Political Survey
FIGURE 7

The share of Inland Empire residents that belong to families that struggle to make ends meet remains higher than in the years prior to the Great Recession

Residents that belong to families that struggle to make ends meet, 2016

- Residents in struggling families
- Share of residents in struggling families

Source: Authors’ analysis of American Community Survey public-use microdata and the University of Washington Center for Women's Welfare County-Based Sufficiency Standard
FIGURE 10

About 445,000 of the Inland Empire’s 1,445,000 jobs are good or promising for sub-baccalaureate workers

Number of Jobs by type, 2017

- Promising jobs: 199,300
- Good jobs: 245,600
- Good and promising high-skill jobs: 215,000
- Other jobs: 783,900

Share of Jobs by type, 2017

- Promising jobs for sub-baccalaureate workers: 54.2%
- Good jobs for sub-baccalaureate workers: 13.8%
- Good and promising jobs for high-skill workers: 14.9%
- Other jobs: 17.0%

Source: Authors’ analysis of U.S. Census Bureau public-use microdata and EMSI estimates

FIGURE 18

Workers in the Inland Empire face different chances of holding good or promising jobs based on their education, race, and gender

Share of Inland Empire workers who hold a good or promising job by educational attainment, race, and gender

Baccalaureate degree

- All other men
- Black men
- All other women
- Black women
- Hispanic men
- Hispanic women

Associate degree

- All other men
- Black men
- All other women
- Hispanic men
- Hispanic women

Some college or certificate

- All other men
- Black men
- All other women
- Hispanic men
- Black women
- Hispanic women

Data source: EMSI
**Key Findings**

1. Automation presents opportunities as well as threats for logistics
2. The region has important assets and initiatives that can grow advanced manufacturing
3. Emerging sectors offer opportunities for economic diversification and middle-class growth
4. Workforce development efforts in the region are promising, and need to be scaled up and better connected across the region

**Key Strategies**

1. Make the region the home of global innovation in the logistics industry
2. Strengthen the competitiveness of the region’s advanced manufacturers
3. Accelerate growth of promising emerging industries with middle-skill jobs: CARB Ecosystem, Solar, Cybersecurity
4. Accelerate adoption of work-based career and technical education, with a particular focus on attracting women and communities of color
Key Themes in the Inland Empire to inform the work of Regions Rise Together (2019)

1: Expanding Middle-skill Jobs
2: High-Skill Jobs & Research Commercialization
3: Green Tech & Sustainability Cluster
4: Cradle to Career
5: Innovations in Planning
6: Stronger Nonprofits

INLAND RISING
Opportunity Zones
FUSE Fellows (both county EDAs)

Inland Empire Innovation Ecosystem
(IE-squared)
*Companion report to IEGO*

Thank you… Questions?

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